

Argument Against Proposition 74

PROPOSITION 74 IS DECEPTIVE, UNNECESSARY, AND UNFAIR. It won't improve student achievement and it won't help reform public education in any meaningful way. Furthermore, it will cost school districts tens of millions of dollars to implement.

Proposition 74 doesn't reduce class size or provide new textbooks, computers, or other urgently needed learning materials. It doesn't improve teacher training or campus safety. Nor does it increase educational funding or fix one leaking school roof.

PROPOSITION 74 IS DECEPTIVE BECAUSE IT MISLEADS PEOPLE ABOUT HOW TEACHER EMPLOYMENT REALLY WORKS. California teachers are not guaranteed a job for life, which means they don't have tenure. All teachers receive after a two-year probationary period is the right to a hearing before they are dismissed.

VOTE NO ON PROPOSITION 74.

Existing state law already gives school districts the authority to dismiss teachers for unsatisfactory performance, unprofessional conduct, criminal acts, dishonesty, or other activities not appropriate to teaching—no matter how long a teacher has been on the job.

PROPOSITION 74 IS UNFAIR TO TEACHERS BECAUSE IT TAKES AWAY THEIR RIGHT TO A HEARING BEFORE THEY ARE FIRED. We give criminals the right to due process, and our teachers deserve those fundamental rights, as well.

Over the next 10 years, we will need 100,000 new teachers. Proposition 74 hurts our ability to recruit and retain quality teachers while doing absolutely nothing to improve either teacher performance or student

achievement. Proposition 74 hurts young teachers most. It will discourage young people from entering the teaching profession at this critical time.

THIS UNNECESSARY ANTI-TEACHER INITIATIVE WAS PUT ON THE BALLOT FOR ONLY ONE REASON—to punish teachers for speaking out against the governor's poor record on education and criticizing him for breaking his promise to fully fund our schools.

The governor says that Proposition 74 is needed. But university researchers say that they know of no evidence to support the claim that lengthening the teacher probation period improves teacher performance or student achievement. Good teaching comes from mentoring, training, and support—not from the kind of negative, punitive approach imposed by Proposition 74.

VOTE NO ON 74. Proposition 74 is designed to divert attention away from the governor's failure on education. California schools lost \$3.1 billion when he broke his much-publicized promise to repay the money he took from the state's education budget last year. Now he has a plan that budget experts and educators warn will cut educational funding by another \$4 billion.

Rather than punishing teachers, we should give them our thanks for making a huge difference in the lives of our children—and for speaking up for what California schools and the students need to be successful.

PLEASE JOIN US IN VOTING "NO" ON PROPOSITION 74.

BARBARA KERR, President

California Teachers Association

JACK O'CONNELL, State Superintendent of Public Instruction

NAM NGUYEN, Student Teacher

Rebuttal to Argument Against Proposition 74

Don't be misled by opponents of 74. They don't want real education reform. Their solution is to *keep throwing billions of new tax dollars every year at a system that is rife with waste and bureaucratic regulations.*

We need to put more money into our classrooms, instead of wasting it on poor performing teachers, outrageous legal costs, and bureaucratic rules and regulations.

Today, it's almost impossible to replace poor performing teachers who have what amounts to "guaranteed employment for life"—an antiquated system that wastes taxpayer money and ultimately hurts our children:

The Riverside Press Enterprise reported several years ago on a case where a teacher called her students derogatory names, swore at them, showed R-rated movies, and once even sent a 4th grade student to her car to retrieve a butcher knife. Was she fired? No! She was paid \$25,000 to quit.

Rather than pay hundreds of thousands of dollars to lawyers and conduct lengthy and useless dismissal proceedings, school districts are forced to actually pay teachers to resign because of outdated tenure laws.

Prop. 74 protects and rewards good teachers, but makes it possible to replace poor-performing teachers in a responsible and objective manner:

- Requires teachers perform well on the job for five years instead of two before becoming eligible for tenure.
- Makes it possible and less expensive to remove a poor-performing teacher after two unsatisfactory evaluations.

Vote "YES on 74"—Responsible reforms to improve our public schools.

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